



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, February 23, 2016

African American Employment Plan Advisory Council Meeting: 1:30 P.M. – 3:30P.M.
Quarterly Meeting

James R. Thompson Center, Suite 9-036
CMS, Video Conference Room
Chicago, IL

Or

William G. Stratton Building, Room 500 ½
CMS, Video Conference Room
Springfield, IL

Roll call:

Council members in attendance: Marrice Coverson, Arlene Coleman, Sharryon Dunbar, Nina Harris, Harold Rice and Dalitso Sampson Sulamoyo.

Council members absent: Archie Lawrence, Arthur Gass, William N. Burch, Kevin Anthony Ford and Sidney A. Logwood.

Call to Order: Council member Coverson call the meeting to order at 1:40 pm.

Introductions:

Agency representatives: Carlos R. Charneco, Erwin Acox (Dept. of Transportation), Anna D'Ascenzo (Employment Security) Terrence Hill (Governor's Office), Greg Dooley (IL. Dept. of Veteran Affairs) and John Nelson (Revenue). Also in attendance Ngozi Okorafor (Dept. of Human Rights).

Minutes

Motion made by member Harris to accept the October 6, 2015 meeting and seconded by member Dunbar. Voice vote taken minutes are adopted with the majority of I's.



2016 African American Employment Plan

The plan was completed and submitted to the Governor's office and the General Assembly on February 1, 2016. Member Coverson contacted state Senator Lightford office and state Senator Hunter office. Copy of the plan was provided to the 2 legislators.

Member Sulamoyo asked for clarification on the role of the Council with respect the African American Employment Plan Advisory.

Member Coverson clarified the role of the Council is to work with state agencies in and review recruiting efforts to increase African American workforce within various agencies.

Member Dunbar inquired if the state has a hiring freeze. Carlos Charneco indicated to his knowledge there is no hiring freeze, social service agencies are still filling vacancies. Irwin Acox and John Nelson confirmed Transportation and Revenue are and have been hiring.

African American Employment Plan Objectives:

Members encouraged to meet with Legislators during the year

Member Dunbar offered to work with social service agencies Human Services and Children and Family Services. Member Harris offered to work with Public Health.

Member Sulamoyo offered to work with Revenue. Member Rice offered to work with Transportation.

Member Logwood has been working with IL. Dept. of Veteran Affairs and member Ford continues to work with Public Safety agencies.

**Workforce update:**

- Overall, the state's workforce experienced a net increase of 2,593 Personnel Code-covered state employees from 44,279 in December 2014 compared to 46,872 at the end of December 2015. This would be a 5.86% increase from 2014.
- The State Police total number of code personnel represents 37.8% of the total State Police workforce. There are a total of 1,720 sworn personnel that are not coded employees of which 158 are African American. African Americans account for 9.2% of the total sworn personnel officer.
- The Department of Transportation total number of code personnel represents 53.0% of the total department's workforce. There are 2,888 non-code employees of which 348 are African American. African Americans account for 12% of the total non-code employees.
- As of December 31, 2015, approximately 9,894 (21.11%), of the state's 46,872 employees in Personnel Code-covered positions are African American. This is a net increase of 3.3% with the addition of 312 African American employees from 2014. At the end of 2014 there were 9,582 African Americans.
- Veterans account for 18.1% of the total Personnel Code-covered employee workforce. There are a total of 8,463 veterans employed in coded positions, including 1,391 African American veterans. African American veterans account for 16.4% of the veterans.
- As of the end of 12/31/15 the number of senior level staff (senior staff in personnel-coded positions) decreased from 238 out of the 1,331 in 2014 to 186 out of 1,231 in 2015. A decrease of -21.8%.
- As of the end of 12/31/15 the number of middle management level staff (staff in personnel-coded positions) increased from 553 out of 3,018 in 2014 to 570 out of 2,995 in 2015, an increase of 3.07%.

Greg Dooley would like poll state agencies how exempt jobs being filled.

2016 Meeting Dates

Council members agreed to hold some of the 2016 meetings in the morning.

Member Coverson suggest we have a meeting with all members present in person.

Terrence Hill suggest meeting in Springfield.

Member Coverson intends to meet with the Chairs of the Asian American and Hispanic Employment Plan Advisory Council.

Motion to adjourn meeting: Member Coleman second Nina Harris Meeting Adjourned.